

	A	B	C
1. I coach my people by telling them what they should and shouldn't do to advance their careers in the organization.	Never	Sometimes	Always
2. I actively seek learning opportunities for my team in everyday situations?	Never	Sometimes	Always
3. I use the same motivational methods for all of my team members.	Never	Sometimes	Always
4. I promote people to reward good performance.	Never	Sometimes	Always
5. When people come to me with a problem, I ask questions to better understand the issue.	Never	Sometimes	Always
6. I change my communication style to fit the situation, as well as to meet the needs of the person with whom I'm communicating.	Never	Sometimes	Always
7. I track leadership potential among my staff members.	Never	Sometimes	Always
8. We carry out exit interviews when people leave the organization?	Never	Sometimes	Always
9. I track and manage my team's competencies related to personal and organizational needs.	Never	Sometimes	Always
10. I encourage mentoring within my team and in my organization.	Never	Sometimes	Always
11. I help team members develop career plans, and map out their career progression within our organization.	Never	Sometimes	Always
12. I have a succession plan for key positions on my team.	Never	Sometimes	Always
13. I work with my people to develop their leadership skills and talents.	Never	Sometimes	Always
14. I know which skills each member of my team needs to develop.	Never	Sometimes	Always
15. When people attend courses or other training events, they're required to share their knowledge with the rest of the team.	Never	Sometimes	Always

So how did you do?

Score	Comment
Mostly A Never	You may be trying to focus on people development, but other activities have a higher priority. Try to set aside time, on a regular basis, to meet the development needs of your team. You, your team, and your organization will all benefit – by boosting productivity and helping people feel happier in their jobs.
Mostly B	You're doing many of the right things to develop and train your people. Take it to the next level by making staff development a priority. Think about creative ways of sharing knowledge and inspiring

Score	Comment
Sometimes	your people to improve their skills on a daily basis. The more you show that you're committed to their long-term success, the more motivated, satisfied, and productive they'll be. And that will make your job much easier.
Mostly C Always	Well done! You clearly understand that your people are the future of the organization. Keep the momentum going by continuing to be a role model for others, and by showing that staff development and training produces results.